

Sean O'Brien

Associate

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Overview

Sean O'Brien advises and represents employers in a broad range of employment law issues before state and federal courts and administrative agencies. Sean focuses his practice on employment discrimination, harassment, leave and accommodation matters, and wage and hour disputes.

In his practice, Sean obtained the dismissal at the pleading stage of claims brought by a temporary worker against a national packing company, won summary judgment on a variety of discrimination claims brought against a nationwide healthcare servicer, and assisted in obtaining a dismissal of a plaintiff's \$2,500,000 claim against a large national staffing agency. Outside of court, Sean provides advice on protected leave requirements and state employment laws, and reviews employer's policies and procedures for compliance with state laws.

Prior to joining Littler, Sean was a litigation attorney at a Memphis law firm where he focused on construction and consumer protection litigation. He was first chair in approximately 10 bench trials in state court, obtained favorable rulings on motions to dismiss, for summary judgment, and for injunctive relief, and obtained remands in two interlocutory appeals without full appellate briefing.

Professional and Community Affiliations

- Member, Tennessee Bar Association
- Member, Memphis Bar Association
- President-Elect, LGBT & Ally Section, Memphis Bar Association
- Member, National LGBTQ+ Bar Association

Recognition

- Recipient, Humphreys Fellowship, *University of Memphis Cecil C. Humphreys School of Law*, 2018-2019

- Recipient, Excellence for the Future Award in Consumer Law, *University of Memphis Cecil C. Humphreys School of Law*, 2018

Education

J.D., University of Memphis Cecil C. Humphreys School of Law, 2019, *cum laude*

B.S., University of Tennessee at Martin, 2016, *cum laude*

Bar Admissions

Tennessee

Arkansas

Courts

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Western District of Tennessee

U.S. District Court, Middle District of Tennessee

U.S. District Court, Eastern District of Tennessee

Publications & Press

DOL Issues Artificial Intelligence Principles

Littler Insight

May 21, 2024

Express Yourself – Supreme Court Rules that Businesses May Deny “Expressive Services” to the Public Based on Their Owner’s Beliefs

LexisNexis | Practical Guidance

July 25, 2023

Express Yourself – Supreme Court Rules that Businesses May Deny “Expressive Services” to the Public Based on Their Owner’s Beliefs

Littler Insight

June 30, 2023

Artificial Intelligence and Real Risk Avoidance: The Interplay Between the Americans with Disabilities Act and the Use of Software, Algorithms, and Artificial Intelligence

ACC Tennessee Chapter Newsletter

Q3 2022

Note, The Highly Sensitive Person's Redress for Intentional Infliction of Emotional Distress: Utilizing Experts in the Court Room

49 U. Mem. L. Rev. 533

2019

Speaking Engagements

What's Buzzin' This Spring?: Littler Lawyers Address the Most Invasive Labor and Employment Issues Sprouting Up This Spring

Memphis, TN

March 22, 2023